Department of Defense National Security Personnel System

Flexibility – Accountability – Excellence

www.cpms.osd.mil/nsps

What is NSPS?

- Performance Management system.
- Values Performance, Rewards Contribution, Promotes Excellence
- Streamlines Staffing
- Flexibility in assigning work
- Preserves benefits, rights and protections

Who does NSPS Impact

Currently:

All Non-Bargaining GS Employees

(approx 50 positions - MEARNG)

(approx 50 positions - MEANG)

Future:

Bargaining GS Employees
Wage Grade Employees

What NSPS Does **Not** Change

- Whistleblower protection
- Benefits (such as retirement, health, and life)
- Antidiscrimination laws
- Fundamental due process
- Allowances and travel and subsistence expenses
- Training
- Leave and work schedules
- Other personnel systems in law
- Merit System Principles
- Prohibited Personnel Practices

GS vs. NSPS Classification

GS	NSPS
Occupational Family	**Career Group**
Pay Plan (GS)	**Pay Schedule**
Grade	**Pay Band**
Occupational Series (#)	Occupational Code (#)
Title	Title
Over 400 OPM Classifications for GS Standards	**15** NSPS Standards

Pay Conversion – Old to New

will be:

- Without reduction in pay.
- Based on the classification of your current permanent position of record.
- WGI adjustment (prorated).
  - Ex: Due annual WGI (step 1 to 2) on 1 Dec
    Would receive 5/6 (or 10/12) of the anticipated WGI pay would then be converted
- Salary will be then be based upon
  Career Group, Pay Schedule and Pay Band

Pay Upon Hire

Based on:

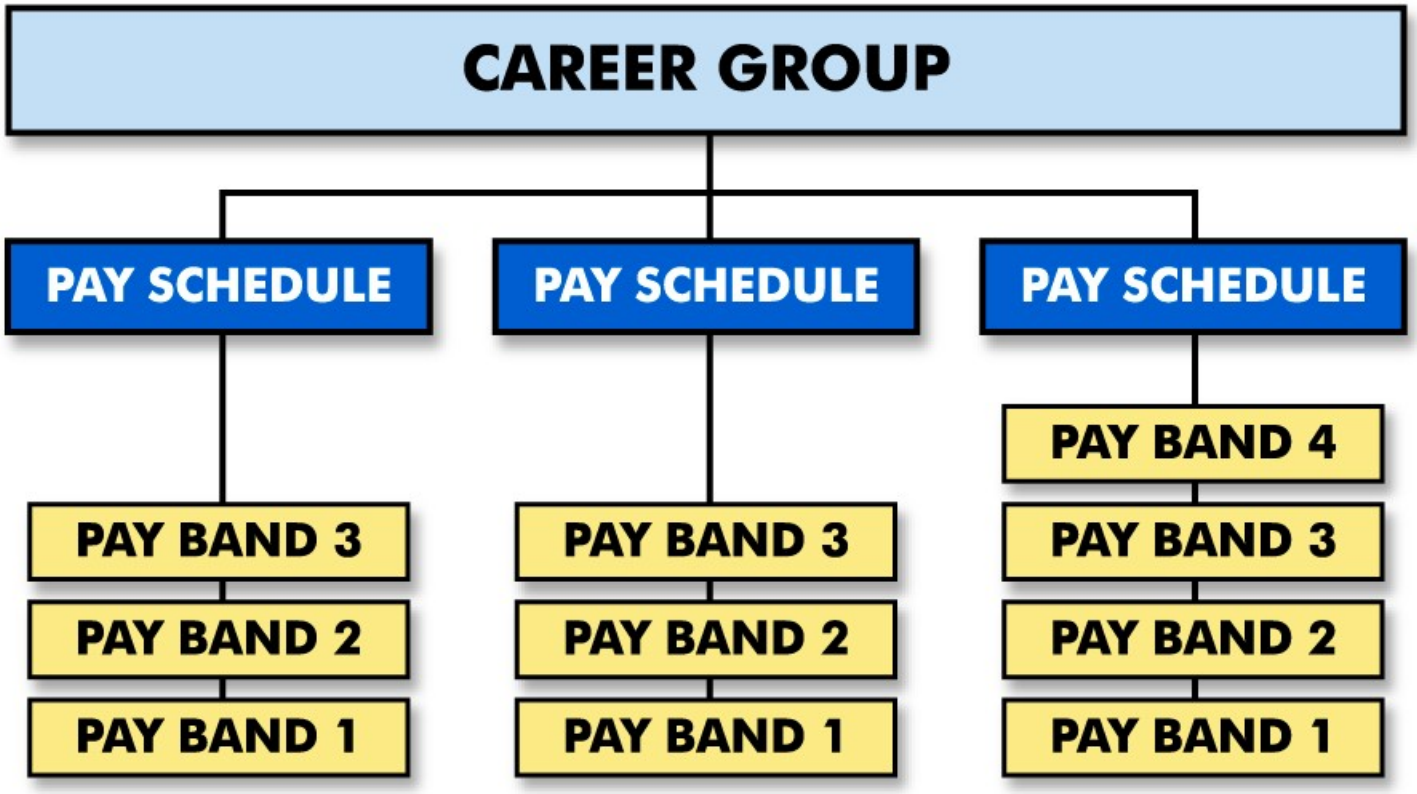
- Labor market considerations.
- Special requirements of a particular position.
- Level of education and experience of the candidate.
- Scarcity of qualified applicants.
- Program needs.
- Current salary of the candidate.
- Other appropriate criteria.
- **NGB & State Policies**

Pay Bands

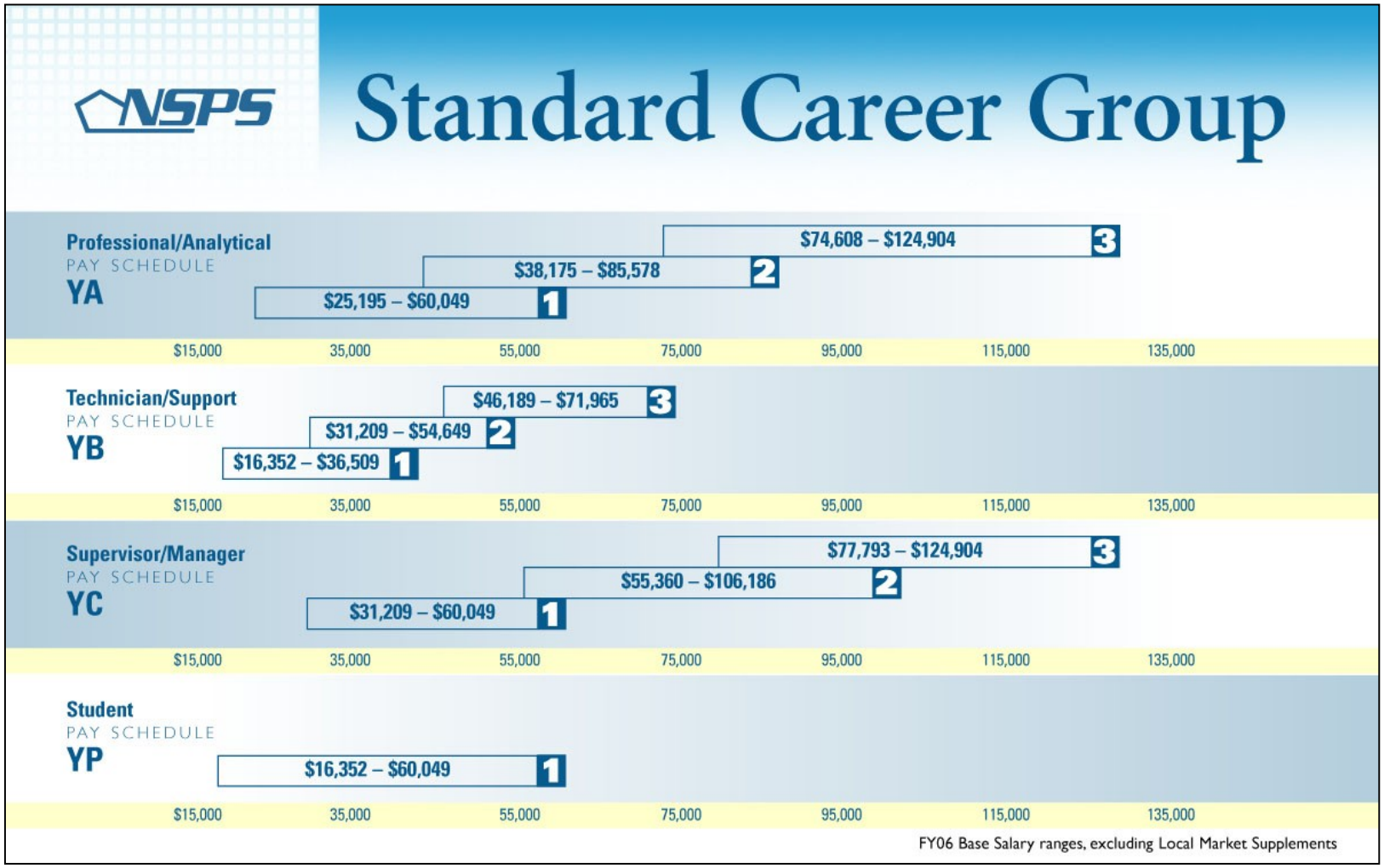
Pay bands combine a range of work into a discrete level. The NSPS pay system establishes a pay range for each pay band, with a minimum and a maximum pay rate for each of the following:

- **Pay Band 1—Entry/Developmental**
- **Pay Band 2—Journey**
- **Pay Band 3—Expert**

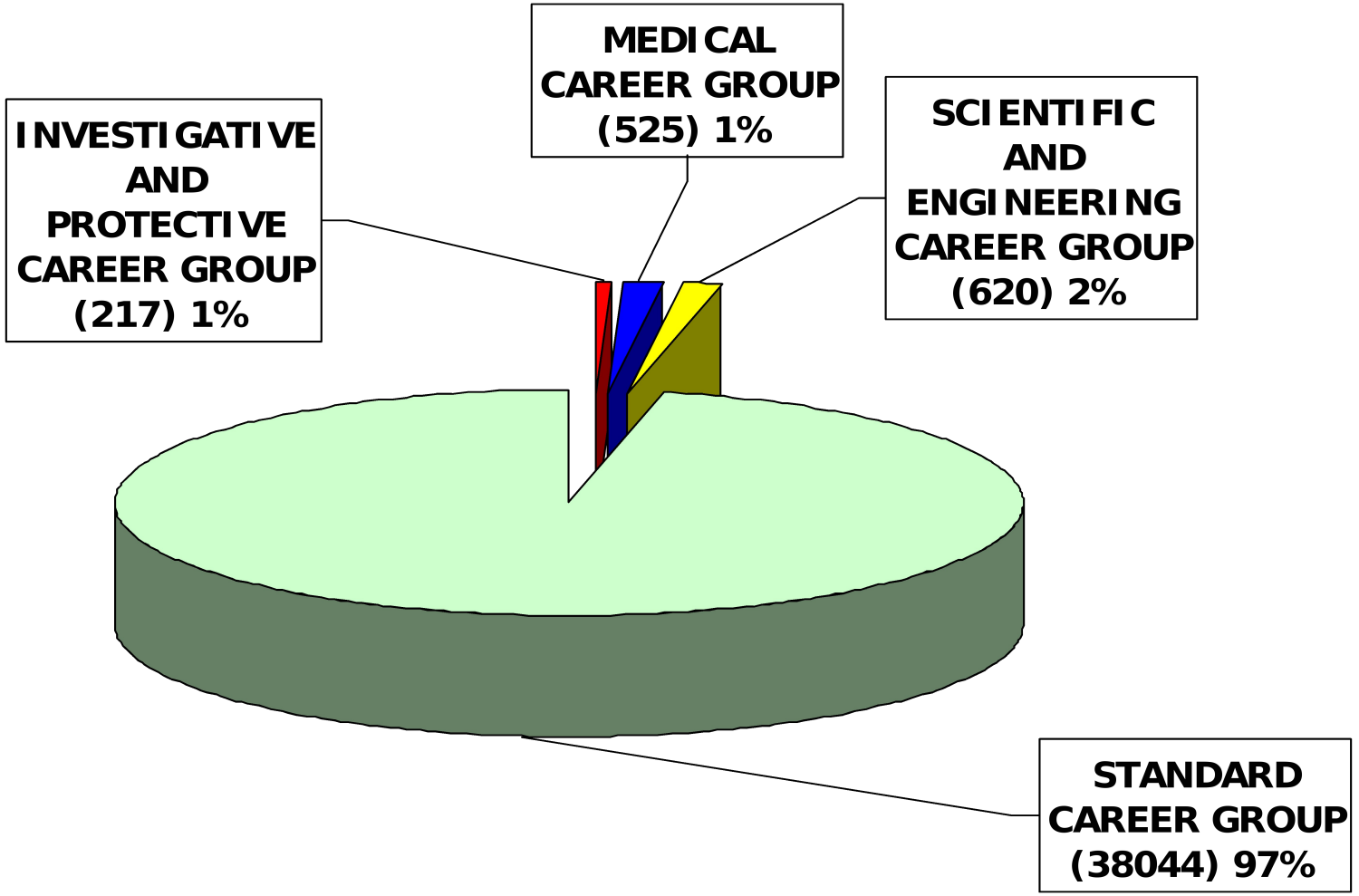
Classification Structure



Example of Pay Structure – Group/Pay Schedule/Pay Band



NGB Career Groups by Population and Percentage


MEDICAL CAREER GROUP (525) 1%
INVESTIGATIVE AND PROTECTIVE CAREER GROUP (217) 1%
SCIENTIFIC AND ENGINEERING CAREER GROUP (620) 2%
STANDARD CAREER GROUP (38044) 97%

Performance Management Cycle

- Entire Cycle – 1 Oct 07 thru 1 January 09

- Takes into account:
  - 1 Oct 07 – 30 Sep 08 Performance Rating Period
  - 1 Oct 08 – 1 Jan 09 Pay Pool Process / Shares / Payout

Performance Management Cycle

1 October 2007
- Conversion of GS, non-bargaining employees
- Adjustment of Pay
(proportionally adjusted accounting for step increase)

1 Oct 07 – Performance Plan in place, cycle begins

1 Oct 07 thru 30 Sep 08 – Performance/Appraisal Period (for all covered under NSPS)

1 Oct 08 – Performance Plan in place, **annual performance cycle begins**

31 Oct 08 – Completed Appraisals / Ratings due / Recommended payout

1 Nov 08 – 15 Dec 08 – Pay Pool process

1 Jan 09 - Performance Payout (1st day of first pay period on/after 1 Jan)

Performance Management Cycle
Rewarding

Supervisor responsible for recommending:

- Rating of record
- Number of shares/chips (within Pay Pool)
- Payout distribution

Levels of Performance

Rating Job Objectives

5	Employee exceeded the assigned job objective at a level of **performance equal to, or above, the Level 5 performance indicator**.
4	Employee exceeded the assigned job objective at a level of **performance above the Level 3 indicator, but below the Level 5 performance indicator**.
3	Employee met the assigned job objective at a level of **performance equal to the Level 3 indicator**.
2	Employee met the assigned job objective at a level of **performance below the Level 3 Performance indicator** level or needed guidance and assistance beyond that described in the Level 3 indicator.
1	**Employee failed to achieve the assigned job objective** or failed in the performance of a single assignment where such failure had a significant negative impact on accomplishment of the mission or where a single failure resulted in or could result in death, injury, breach of security, or great monetary loss.
NR	Employee did not have an opportunity to perform the job objective because it became obsolete or could not be accomplished due to extenuating circumstances.

Performance Indicators are established at both the 3 and 5 levels.

Pay Pool

- Shares in the pay pool are awarded as shown in the table:

Rating Level	Share Range
5	5 or 6
4	3 or 4
3	1 or 2
2	0
1	0

- Share ranges allow further distinction between levels of contribution.
- Estimated share value is a percentage of salary.

Pay Pool

- Group of related employees who share a common source of funds available for distribution

- Funding source - money normally devoted to WGIs, performance incentives (such as QSIs) & promotions. May also include some portion of the General Pay Increase (determined by DoD)

- NGB allocation of funds

- Determination of payout based upon performance rating and Pay Pool
  Committee

Pay Pool

- Group

Available Money

=

Distribution

Pay Pool Panel

Group of managers/supervisors who manage distribution of funds and reconcile ratings across the pay pool

Review recommended ratings of:

- record
- shares assignment
- payout distribution

May adjust ratings, share assignments and pay distributions (equity and consistency)

Other Performance Payouts

- Accelerated Compensation for Developmental Positions (ACDP)
- Discretionary Performance Payouts
  - Extraordinary Pay Increase (EPI)
  - Organizational/Team Achievement Recognitions (OAR)

NSPS Hierarchy / My Workplace / My Biz

- Organizational Hierarchy (need current Org Charts)
  - Defines supervisory/managerial flow
- My Workplace - a web-based self-service HR module that allows ***managers*** and ***supervisors*** access to information about their staff members. (restricted to ".mil" domain)
  Establish performance plans
  Provide feedback and appraise employee performance
- ***My Biz -*** Self-Service HR module that brings information from employees' official personnel records to their workstations, on-line, real-time and secure (restricted to ".mil" domains).

Learn More!

- NSPS 101
  https://gkoportal.ngb.army.mil/sites/NSPS/default.aspx
- Pay Pool Manager's Course
  - tentatively scheduled for June/July
  - ARNG Comptroller, Air Comptroller and HRO
- Local Training (coming soon!!) 2 day course